



JOB DESCRIPTION

1. General information

JOB TITLE: Principal Clinical or Counselling Psychologist

GRADE: Band 8B

DIRECTORATE: Acute & Crisis Mental Health

HOURS OF WORK: 22.5hrs per week

RESPONSIBLE TO: Consultant Clinical Psychologist

ACCOUNTABLE TO: Home Treatment Team Manager

BASE: Oxleas House, Queen Elizabeth Hospital

At Oxleas NHS Foundation Trust, we offer a wide range of NHS healthcare services to people living in South-East London and to people in prison across England. Our wide array of services includes community health care, such as district nursing and speech and language therapy, care for people with learning disabilities and mental health such as psychiatry, nursing and therapies.

Oxleas is a great place to work. It has been recognised as one of the Top 10 Best Places to Work 2023 by the Sunday Times amongst very big employers. Our staff survey results show that we are in the Top 5 in England and the highest in London for staff experience amongst similar trusts.

"We are always delighted to welcome new colleagues to the Oxleas family. We care about making Oxleas a great place to work - it's a big priority in our strategy. Come and join us - it's a place where our values, teamwork, equity, and wellbeing matter and where you can really help to improve people's lives."

A handwritten signature in black ink, appearing to read 'Ify Okocha'.

Ify Okocha
Chief Executive

We have distinctive values at Oxleas - We're Kind, We're Fair, We Listen, We Care. Our values are very important to us. They help Oxleas to be a great place to work.

2. Overview of the Post

We are seeking to recruit a highly skilled, innovative and experienced Clinical or Counselling Psychologist to provide clinical and professional leadership to Greenwich Home Treatment Team. The post holder will join the team manager and consultant psychiatrist in providing clinical leadership to the team. They will take a lead role in developing and managing the provision of psychological interventions in the team, including individual and group-based interventions. They will also offer consultation, supervision and reflective within the service as a whole.

3. Key Task and Responsibilities

The post holder will provide skilled and experienced leadership Greenwich Home Treatment Team (HTT), overseeing the provision and development of the psychological interventions and wider psychosocial and trauma-informed practice in the service. The post will ensure the systematic provision of a high-quality specialist psychology service to service users of Greenwich HTT and their support networks (including families and carers).

To supervise and support the psychological assessment and intervention provided by other clinical members of the service who provide psychologically-based care and treatment.

To provide consultation and reflective practice and incident debriefs to the service and to facilitate team working, psychologically informed practice, trauma-informed care and appropriate treatment pathways to optimise service user journey and experience across service transitions.

The post will also involve close organisational liaison with the wider Oxleas mental health system and third sector partners.

The post holder will be expected to work autonomously within professional guidelines and exercise responsibility for the systematic governance of psychological practice within the service/teams.

To utilise research skills for audit, policy and service development and research.

To propose and implement policy changes within the area served by the teams/service. To contribute to the overall management of the service.

Management responsibilities

1. To exercise delegated responsibility for managing the psychological resources available to the HTT, whether in the form of additional qualified and unqualified graduate psychology staff, or in the form of psychological materials employed in the assessment and treatment of patients.

2. To exercise responsibility for the systematic governance of psychological practice within the service.
3. To participate as appropriate in staff recruitment, both in the short-listing process and as a member of interview panels for assistant, trainees and qualified psychologist and other clinical staff.
4. To provide day to day management of the psychology staff within the service.
5. To be an authorised signatory for staff related expenses.
6. Liaise with the budget holder to agree best use of funds and be responsible for reviewing and monitoring usage.
7. To contribute to the overall management and functioning of the service.

Leadership

1. To provide clinical placements for trainee clinical and/or counselling psychologists, ensuring that trainees acquire the necessary skills, competencies and experience to contribute effectively to good mental health care and to contribute to the assessment and evaluation of such competencies.
2. To provide post-qualification training (CPD) and clinical professional supervision to qualified clinical staff attached to the service.
3. To provide advice, consultation and clinical supervision to other clinical members of the service for their provision of psychologically based interventions to help improve clients' functioning.
4. To provide pre- and post-qualification teaching of clinical and/or counselling psychology as appropriate.
5. To maintain and develop skills in the area of professional pre- and post-graduate training and clinical supervision.
6. To provide advice, consultation and training to staff working with the client group across a range of agencies and settings, where appropriate.

Clinical

1. As the lead psychologist for Greenwich HTT, provide specialist psychological assessments of clients referred to the service based upon the appropriate use, interpretation and integration of complex psychological data from a variety of sources including psychological and neuropsychological tests, self-report measures, rating scales, direct and indirect structured observations and semi-structured interviews with clients, family members and others involved in the client's care.

2. To formulate and implement plans for the formal psychological treatment and/or management of a client's mental health problems, based upon an appropriate conceptual framework of the client's problems, and employing methods of proven efficacy, across the full range of care settings.
3. To be responsible for implementing a range of psychological interventions for individuals, carers, families and groups, within and across teams employed individually and in synthesis, adjusting and refining psychological formulations drawing upon different explanatory models and maintaining a number of provisional hypotheses.
4. To evaluate and make decisions about treatment options taking into account both theoretical and therapeutic models and highly complex factors concerning historical and developmental processes that have shaped the individual, family or group.
5. To exercise autonomous professional responsibility for the assessment, treatment and discharge of clients whose problems are managed by psychologically based care plans.
6. To provide specialist psychological advice, guidance and consultation to other professionals contributing directly to clients' formulation, diagnosis and treatment plan.
7. To ensure that all members of the treating team have access to a psychologically based framework for understanding and care of clients of the service, through the provision of advice and consultation and the dissemination of psychological research and theory.
8. To undertake risk assessment and risk management for individual clients and to provide general advice to other professionals on psychological aspects of risk assessment and management, including responsibilities within the policies and clinical duties to safeguarding vulnerable adults and children.
9. To communicate in a highly skilled and sensitive manner, complex information concerning the assessment, formulation and treatment plans of clients under their care and to monitor and evaluate progress during the course of both uni- and multi-disciplinary care. This will require being able to convey this to clients, families and colleagues with a range of understanding and knowledge so will require the ability to be flexible, adaptive and simple but yet retain a sophisticated understanding and approach. This communication is likely to take place in situations which are highly emotive and with people who may also have concurrent and/or associated physical health conditions

10. To provide expertise, advice and support to facilitate the effective and appropriate provision of psychological care by all members of the treatment team.

Research

1. To take the psychology lead, as a senior clinician, in the evaluation, monitoring and development of the team's operational policies, through the deployment of professional skills in research, service evaluation and audit and ensuring incorporation of psychological frameworks for understanding and provision of high quality care.
2. To utilise theory, evidence-based literature and research to support evidence based practice in individual work and work with other team members.
3. To undertake appropriate research and provide research advice to other staff undertaking research.
4. To initiate project management, including complex audit and service evaluation, with colleagues within and across the service to help develop and improve services to clients and their families.

Communication

1. To maintain registration with the Health Professions Council as a Clinical Psychologist.
2. To ensure the development, maintenance and dissemination of the highest professional standards of practice, through active participation in internal and external CPD training and development programmes.
3. To ensure the development and articulation of best practice in psychology within the service area and contribute across the service by exercising the skills of a reflexive and reflective scientist practitioner, taking part in regular professional supervision and appraisal and maintaining an active engagement with current developments in the field of clinical psychology and related disciplines.
4. To maintain and promulgate the highest standards of clinical record keeping including electronic data entry and recording, report writing and the responsible exercise of professional self-governance in accordance with professional codes of practice of the British Psychological Society, Health Professions Council and Trust policies and procedures.
5. To maintain up to date knowledge of legislation, national and local policies and issues in relation to both the specific client group and mental health.

On Call/Unsocial Hours

Not a current expectation of the post. This job description will be reviewed regularly in the light of changing service requirements and any such changes will be discussed with the post holder.

The following statements are mandatory for all job descriptions:

Terms and Conditions

The post holder is subject to the terms and conditions of OXLEAS NHS FOUNDATION TRUST. This Job description gives an outline of the post and is subject to review in consultation with the post holder.

Confidentiality

The Post holder must maintain the confidentiality of information about patients, staff, and other health service business in accordance with Trust Policy.

Risk Management

The Post holder will ensure compliance with the Trust's risk management policies and procedures. These describe the Trust's commitment to risk management, the recognition that our aim is to protect patients, staff and visitors from harm and stress and that all staff have a responsibility to minimise risk.

Infection Control

All staff are required to be familiar with the Trusts infection control policies, and national guidance in relation to infection control. All staff whose normal duties are directly or indirectly concerned with patient care must ensure that they complete mandatory infection control training and are compliant with all measures known to be effective in reducing Healthcare Associated Infections.

Equality, Diversity and Human Rights

Oxleas is an organisation which values difference and promotes equality, diversity, and inclusion. Our Equality and Human Rights Policy and Strategy are designed to ensure that all our staff (including agency, bank, students, volunteers, and contractors) as well our service users, carers and members of the public are treated with dignity and respect. The Trust policies, procedures and practices are reviewed regularly to ensure that everyone who falls under the list of Equality Act 2010 protected characteristics does not suffer discrimination, either directly or indirectly. The current list of protected characteristics includes Age; Disability; Gender Re-Assignment; Marriage and Civil Partnership; Pregnancy & Maternity; Race; Religion and Belief; Sex and Sexual Orientation.

Health & Safety

All staff must be aware of the responsibility placed on them by the Health & Safety at Work Act (1974) to ensure that the agreed safety procedures are carried out to maintain a safe condition for employees, patients, and visitors.

Professional and NHS Codes of Conduct

You are required to act at all times in accordance with the relevant professional Codes of Conduct and Accountability (including, where applicable, those for Board Members). In addition, all management staff must comply with the 'Code of Conduct for NHS Managers' and 'Standards of Business Conduct for NHS Staff'.

Safeguarding

It is the responsibility of all staff to safeguard and protect children and adults at risk at all times and staff must report any concerns as per Safeguarding Children and Safeguarding Adults policies, which are available on the Trust's intranet. Every member of staff must undertake regular mandatory safeguarding training at a level relevant to the role.

Financial Management and Control of Resources

All staff are responsible for the security and the property of the Trust, avoiding loss or damage and being economical and efficient in the use of resources. Staff are required to act in accordance with the rules and regulations as described in the Trust's Policy relating to the Financial Management and Control of Resources'.

Customer Care

It is the aim of the Trust to provide patients and clients with the best possible care. All staff are required to put the patient/client first and do their utmost to meet requests and needs courteously and efficiently.

Personal/Professional Development Planning/Mandatory Training

All staff should have a personal development plan and in conjunction with their manager, should actively determine and pursue agreed training and development needs and opportunities. All staff are required to attend mandatory training as designated by the Trust.

Sustainability

Demonstrate social and environmental responsibility and help establish Oxleas NHS Foundation Trust as a sustainability leader. Collaborate to contribute to or lead change management towards Oxleas NHS Foundation Trust goal of reaching Net Zero by 2040 as stated in the Green Plan.

No Smoking

Oxleas NHS Foundation Trust has a no smoking policy. Staff are not permitted to smoke within or on Trust premises.

3. Our Values

We have distinctive values at Oxleas - We're Kind, We're Fair, We Listen, We Care.

Our values are very important to us. They help Oxleas to be a great place to work. We want everyone who works at Oxleas to live our values and we will expect this of all our new joiners.

Our Values and Behaviours framework describes what it means for every one of us in the Trust to put our values into action. The framework can be found on our Trust Website: [Our values - Oxleas NHS Foundation Trust](#)



Signed by Line Manager

Signed by post holder

Date

Date

Print Name

Print Name



PERSON SPECIFICATION

JOB TITLE: Principal Clinical or Counselling Psychologist

DEPARTMENT: Greenwich Home Treatment Team, Queen Elizabeth Hospital

GRADE: 8B

Education/Qualifications	How measured
<p>Post-graduate doctoral level training in clinical or counselling psychology (or its equivalent for those trained prior to 1996) as accredited by the BPS, including specifically models of psychopathology, clinical psychometrics and neuropsychology, two or more distinct psychological therapies and lifespan developmental psychology.</p> <p>Registration with the Health & Care Professions Council as a Practitioner Psychologist.</p> <p>Recognised supervision training.</p> <p>Post-doctoral training in relevant specialist areas of Clinical Psychology.</p> <p>Leadership or management training</p>	A/I
Experience	
<p>Considerable experience of working as a clinical psychologist, in relevant settings and services, e.g. secondary care adult mental health, acute or crisis services.</p> <p>Experience of working with a wide variety of client groups, across the whole life course and presenting with the full range of clinical severity across the full range of care settings including outpatient, community, primary care, in-patient and residential care settings severity including maintaining a high degree of professionalism in the face of highly emotive and distressing problems, verbal abuse and the threat of physical abuse.</p> <p>Experience of exercising full clinical responsibility for clients' psychological care and treatment, both as a professionally qualified care coordinator and also within the context of a multidisciplinary care plan.</p> <p>Experience of representing clinical psychology in multidisciplinary settings.</p> <p>Experience of teaching, training and professional and</p>	A/I

<p>clinical supervision.</p> <p>Experience of the application of psychology in different cultural contexts.</p> <p>Experience of leading and managing services including managing staff and initiating and implementing service development.</p>	
Skills/Abilities/Knowledge	
<p>Skills in the use of complex methods of neuropsychological and psychological assessment, intervention and management frequently requiring sustained and intense concentration.</p> <p>Knowledge of the theory and practice of highly specialised psychological therapies and assessment methodologies.</p> <p>Well-developed knowledge of the theory and practice of specialised psychological therapies in specific difficult to treat groups (e.g. personality disorder, dual diagnoses, people with medically unexplained symptoms, people with additional disabilities, people with dementia etc).</p> <p>Well developed skills in the ability to communicate effectively, orally and in writing, highly technical, and clinically sensitive information to clients, their families, carers and other professional colleagues both within and outside the NHS who will have a range of knowledge and understanding. And to be able to do so in highly emotive situations that also maybe complicated by the cognitive difficulties involved in dementia</p> <p>Ability to organise time effectively, use own initiative and to work under supervision where appropriate</p> <p>Skills in providing consultation to other professional and non-professional groups.</p> <p>Doctoral level knowledge of research design and methodology, including complex multivariate data analysis as practiced within the field of clinical psychology.</p> <p>Knowledge of legislation in relation to the client group and mental health.</p> <p>Evidence of continuing professional development as recommended by the BPS.</p> <p>Standard IT skills and ability to competently use Microsoft Office, email systems and the internet</p>	A/I
Effort and Environment	A/I
<p>Ability to identify, provide and promote appropriate means of support to carers and staff exposed to highly distressing situations and severely challenging behaviours.</p> <p>Ability to identify, and employ, as appropriate, clinical governance mechanisms for the support and maintenance of clinical practice in the face of regular exposure to highly emotive material and challenging</p>	

behaviour. Ability to develop and use complex multi-media materials for presentations in public, professional and academic settings.	
Other Requirements - The home treatment team tries to work the clients in their homes so having a driving licence would be highly beneficial for this post.	

NB These are not definitive lists if there are any others specific to a post, please add to the form which should then be signed by the line manager and post holder alongside the Job description.

Signed by Line Manager

Signed by post holder

Date

Date

Print Name

Print Name